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| **C:\Users\brownhe\Desktop\leia.jpg** **NORTH** **C:\Users\brownhe\Desktop\lucyvanpelt.jpg**  Gifts:   * Goal/task focused * Moves toward action * Thinks in terms of bottom line * Enjoys challenge of difficult situations * Perseveres, not stopped by obstacles * Enjoys assuming leadership role   ***Value word: action***  In Excess:   * Decision making not well thought out * Can grow impatient * Can be impulsive, disregard practicalities * Can step on toes, hurt other’s feelings * May have difficulty delegating   ***Just do it!*** | C:\Users\brownhe\Desktop\Ferris.jpg **EAST** C:\Users\brownhe\Desktop\bugs.png  Gifts:   * Visionary, Big picture thinker * Idea oriented, creative and innovative * Insight into mission & purpose * Very optimistic, positive attitude * Enjoys exploration and experimentation * Appreciates a lot of information   ***Value words: option, possibility***  In Excess:   * Often loses focus * Can have poor follow-through * Lacks attention to detail * Is not bound by time, may miss deadlines * Tends to be enthusiastic early on, but may get bored over the long haul   ***If you can dream it, you can do it!*** |
| C:\Users\brownhe\Desktop\Lisa.jpg **WEST** C:\Users\brownhe\Desktop\starling.jpg  Gifts:   * Critical thinker, explores all sides * Decision making based on data & logic * Viewed as practical and thorough * Introspective and self-analytical * Skilled at finding ‘fatal flaws’ * Detail, planning focus   ***Value word: quality***  In Excess:   * Can become locked into a position * Can be indecisive, slow to take action * Gets mired in details (analysis paralysis) * Can seem withdrawn, distant * May seem to resist change   ***Quality is job 1!*** | C:\Users\brownhe\Desktop\dumbledore.jpg **SOUTH** C:\Users\brownhe\Desktop\glinda.jpg  Gifts:   * People oriented * Value-driven * Interaction and relationship are primary * Team player, builds on ideas of others * Good listener, very supportive * Decision-making based on intuition   ***Value words: right and fair***  In Excess:   * May have trouble saying no * Can be taken advantage of easily * Often internalizes anger, assumes blame * Is focused on present, not the big picture * May have difficulty dealing with conflict   ***Reach out and touch someone!*** |

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| C:\Users\brownhe\Desktop\Ferris.jpg **EAST** C:\Users\brownhe\Desktop\bugs.png  How to work with an East   * Show interest and enthusiasm for ideas * Listen and be patient during idea * generation * Avoid critical judgment of ideas * Allow and support divergent thinking * Provide variety of tasks * Provide support and supervision check-ins on details and project follow through | **C:\Users\brownhe\Desktop\leia.jpg** **NORTH** **C:\Users\brownhe\Desktop\lucyvanpelt.jpg**  How to work with a North   * Present your case clearly, concisely and * with confidence * Share how they will be involved * Talk about the ‘challenge’ of the task * Provide plenty of autonomy * Stick with established timelines * Give positive public recognition |
| C:\Users\brownhe\Desktop\dumbledore.jpg **SOUTH** C:\Users\brownhe\Desktop\glinda.jpg  How to work with a South   * Remember to pay attention to relationship issues * Justify decisions around values and ethics * Allow expression of feeling, intuition in logical argument * Be aware that this person may have trouble saying ‘no’ to you * Provide positive reassurances * Let the person know that you like them | C:\Users\brownhe\Desktop\Lisa.jpg **WEST** C:\Users\brownhe\Desktop\starling.jpg  How to work with a West   * Allow time for decision making * Provide all significant data * Don’t be put off by critical statements * Use logic-based arguments * Appeal to tradition and procedure |